

Zakariya Primary School

447–451 Romford Road, Forest Gate, London E7 8AB

Inspection dates

12 November 2019

Overall outcome

The school does not meet all of the independent school standards that were checked during this inspection

Main inspection findings

Part 1. Quality of education provided

Paragraph 3, 3(d)

- At the time of the previous inspection, these standards were not met because the quality of teaching was too variable across the school. Teachers did not tailor work to suit pupils' different needs and abilities. Pupils, particularly the most able pupils, were not challenged sufficiently. Teachers did not have consistently high expectations of pupils, resulting in poorly presented and inaccurate work.
- Leaders have worked with an external consultant to support improvements to the quality of education, including the use of assessment. Leaders and staff now use an assessment tool to monitor pupils' progress in subjects from their individual starting points.
- Teachers use assessment information to plan lessons. They adapt learning activities to meet the different abilities of pupils in their classes. Information about pupils' starting points is now in place and used by teachers. Teachers use schemes of work that cater for different ability groups. The work in pupils' books shows that teachers consider pupils' aptitudes and abilities.
- Leaders set clear expectations of pupils' learning and presentation. The work in pupils' books is well presented. Leaders have introduced a 'pride policy' which is embedded throughout the school. Pupils and teachers refer to this in checking the quality of work in all subjects.
- The standards that were checked in this part are now met.

Part 2. Spiritual, moral, social and cultural development of pupils

Paragraph 5, 5(a), 5(b), 5(b)(ii), 5(b)(vi), 5(d) and 5(d)(iii)

- At the previous inspection in February 2019, these standards were not met because inspectors found that leaders had not taken effective steps to protect pupils from extreme views. Inappropriate resources were available to pupils in the school library. Books were found that contained text counter to British values and contrary to the Equality Act 2010, promoting disrespect for women and hatred towards homosexuality. Leaders were unaware that the books were there, or whether pupils had seen them. Discussions with pupils indicated that pupils use the school library regularly. Inspectors

also found inappropriate content on the school's social media platforms.

- The room where the inappropriate materials were found is now closed to pupils and locked throughout the school day. Leaders have catalogued all books that are in the library and checked that these are appropriate. All school books are now marked with a school stamp. Because the site has multiple uses, including a mosque, leaders have established procedures for checking that the materials in this and all rooms are appropriate. Pupils have access to a range of appropriate reading books in their classrooms.
- Leaders have taken a firm line with other users of the site. Signs around the building clearly express the school's policy on bringing books into the school. Teachers check their classrooms each morning to ensure that these are free of any inappropriate books. During this inspection, pupils and staff confirmed that the library is not used by pupils at any time.
- Leaders have closed the previous social media sites. They have established new versions that do not share a name with any other organisations. They ensure that nobody else, other than school leaders, has access to these sites. Leaders have established clear procedures for the publication of information to the website and social media platforms.
- The school's personal, social, health and economic (PSHE) education curriculum has been updated. It now provides better opportunities for pupils to learn about others, including promoting respect for people with protected characteristics. The curriculum is enriched by educational visits to different places of worship, where pupils learn about the other faiths that are represented in their community and beyond.
- The standards that were checked in this part are now met.

Part 3. Welfare, health and safety of pupils

Paragraph 7, 7(a), 7(b) and 32, 32(1)(c)

- At the inspection in February 2019, these standards were not met. Safeguarding was judged to be ineffective. At that time, safer recruitment procedures were not in line with statutory requirements. Leaders had not obtained sufficient information on candidates' employment history and did not consistently seek references. Safeguarding records were disorganised and hindered leaders from gaining a comprehensive picture of pupils' well-being.
- Leaders have worked with an external consultant to streamline and update the procedures for safer recruitment. The process for recruiting new staff to the school is now more organised. However, this inspection found that leaders have not implemented the process consistently. Furthermore, they have not followed the guidance set out in 'Keeping Children Safe in Education' (2019).
- When recruiting new members of staff, leaders do not ensure that they always seek references from the candidates' current or most recent employer. They do not check that the candidate has provided contact details of their current or most recent employer.
- Leaders do not ensure that prospective candidates complete employment history dates accurately. This inspection found that leaders do not follow up employment history details well enough. They do not address gaps in employment. They allow candidates to write the months and the years of previous employment, but not the specific dates. This

means that leaders cannot be sure of a candidate's full employment history.

- The school's safeguarding policy is published on the school website. It meets the latest statutory guidance.
- Paragraphs 7, 7(a), and 7(b) remain unmet. Paragraphs 32 and 32(1)(c) are met.

Paragraphs 11, 12, 16, 16(a) and 16(b)

- At the previous inspection, leaders had not ensured that the school's health and safety policy was effectively implemented. Health and safety records were often incomplete. Leaders had not recorded fire drills in accordance with school policy, and the fire risk assessment was out of date.
- Following the previous inspection, leaders introduced new systems to monitor and record the health and safety checks that take place. This system is used consistently. Leaders now have a clear oversight of these checks. They follow up any issues that arise from the daily checks and address these appropriately.
- A fire risk assessment was undertaken by a certified external company. An action plan was written and leaders have completed the actions identified. Leaders have ensured that the relevant fire safety checks are completed regularly. The fire drill records are completed accurately. Leaders have updated the risk assessment policy. Risk assessments are completed in line with this suitable policy.
- Leaders have ensured that these independent school standards are met.

Part 5. Premises of and accommodation at schools

Paragraph 25

- At the previous inspection, this standard was not met because the school site was not safe. Leaders did not effectively identify and address potential hazards around the site, such as building materials stored unsafely in the playground and medication left in a teaching area. These were a risk to pupils' welfare.
- Although leaders have improved the use of risk assessments and the health and safety checks on all parts of the school site, this inspection identified hazards to pupils' welfare. Building materials and equipment continued to be stored in the playground. These were not securely covered and so posed a risk to pupils' safety. Leaders acted on this swiftly and by lunchtime during the inspection, all materials were completely removed from the playground.
- This standard is now met.

Part 8. Quality of leadership in and management of schools

Paragraph 34(1), 34(1)(a), 34(1)(b), 34(1)(c)

- At the time of the previous inspection, the standards in this part were unmet because leaders did not ensure that the independent school standards were met. Inspectors found that leaders did not check the school's work effectively. Many weaknesses found at the inspection in July 2017 had not been addressed sufficiently.
- At the time of this monitoring inspection, leaders had addressed most of the previously unmet standards. However, this inspection found that procedures for recruiting staff and in particular, checks on their employment history, continue to be ineffective. Leaders

have not followed the statutory safeguarding guidance consistently.

- This inspection also found potential hazards in the playground. These were also identified at the previous inspection in February 2019. Leaders addressed this issue swiftly during the inspection.
- Leaders have not ensured that all the independent school standards are met consistently. Leaders' failure to meet the standards in part 3 affect pupils' well-being.
- The standards in this part are not met.

Compliance with regulatory requirements

The school does not meet the requirements of the schedule to The Education (Independent School Standards) Regulations 2014 ('the independent school standards') and associated requirements that were checked during this inspection, as set out in the annex of this report. This included the standards and requirements that the school was judged to not comply with at the previous inspection. Not all of the standards and associated requirements were checked during this inspection.

School details

Unique reference number	134577
DfE registration number	316/6063
Inspection number	10123546

This inspection was carried out under section 109(1) and (2) of the Education and Skills Act 2008, the purpose of which is to advise the Secretary of State for Education about the school's suitability for continued registration as an independent school.

Type of school	Other independent school
School status	Independent school
Age range of pupils	5 to 11
Gender of pupils	Mixed
Number of pupils on the school roll	94
Number of part-time pupils	None
Proprietor	Asif Choudhury
Chair	Mian Aslam
Headteacher	Faiza Abdi
Annual fees (day pupils)	£2,600
Telephone number	020 8555 6258
Website	www.zakariyaschool.org
Email address	info@zakariyaschool.org
Date of previous standard inspection	12–14 February 2019

Information about this school

- Zakariya Primary School is an independent school with an Islamic ethos. The school is situated in the same building as Forest Gate Mosque.
- The school is registered for up to 120 boys and girls between the ages of five and 11. There are no pupils with special educational needs and/or disabilities.
- The last full inspection took place in February 2019. The school's effectiveness was judged to be inadequate.

Information about this inspection

- This inspection was carried out at the request of the registration authority for independent schools. The purpose of the inspection was to monitor the progress the school has made in meeting the independent school standards and other requirements that it was judged to not comply with at its previous inspection.
- This was the school's first progress monitoring inspection since the school was judged as inadequate in February 2019. Following the inspection, the Department for Education requested the school to prepare an action plan. In July 2019, the action plan was deemed unacceptable and it was rejected.
- This inspection was carried out without notice.
- I held meetings with the headteacher, senior leaders and members of teaching and support staff. I met with a group of pupils and spoke with pupils informally throughout the day. I scrutinised the school's risk assessments, fire safety documentation and other health and safety checks. I checked the single central record of staff suitability and looked at a sample of staff recruitment files.
- I visited lessons and looked at pupils' workbooks. I reviewed the school's curriculum for PSHE and discussed the new assessment and planning procedures with leaders.

Inspection team

Gary Rawlings, lead inspector

Her Majesty's Inspector

Annex. Compliance with regulatory requirements

The school does not meet the following independent school standards

Standards that were not met at the previous inspection and remain un-met at this inspection

Part 3. Welfare, health and safety of pupils

- 7 The standard in this paragraph is met if the proprietor ensures that-
 - 7(a) arrangements are made to safeguard and promote the welfare of pupils at the school; and
 - 7(b) such arrangements have regard to any guidance issued by the Secretary of State.

Part 8. Quality of leadership in and management of schools

- 34(1) The standard about the quality of leadership and management is met if the proprietor ensures that persons with leadership and management responsibilities at the school-
 - 34(1)(a) demonstrate good skills and knowledge appropriate to their role so that the independent school standards are met consistently;
 - 34(1)(b) fulfil their responsibilities effectively so that the independent school standards are met consistently; and
 - 34(1)(c) actively promote the well-being of pupils.

The school now meets the following requirements of the independent school standards

Part 1. Quality of education provided

- 3 The standard in this paragraph is met if the proprietor ensures that the teaching at the school-
 - 3(d) shows a good understanding of the aptitudes, needs and prior attainments of the pupils, and ensures that these are taken into account in the planning of lessons.

Part 2. Spiritual, moral, social and cultural development of pupils

- 5 The standard about the spiritual, moral, social and cultural development of pupils at the school is met if the proprietor-
 - 5(a) actively promotes the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and

beliefs;

- 5(b) ensures that principles are actively promoted which-
- 5(b)(ii) enable pupils to distinguish right from wrong and to respect the civil and criminal law of England;
- 5(b)(vi) encourage respect for other people, paying particular regard to the protected characteristics set out in the 2010 Act; and
- 5(d) takes such steps as are reasonably practicable to ensure that where political issues are brought to the attention of pupils-
- 5(d)(iii) in the promotion at the school, including through the distribution of promotional material, of extra-curricular activities taking place at the school or elsewhere, they are offered a balanced presentation of opposing views.

Part 3. Welfare, health and safety of pupils

- 11 The standard in this paragraph is met if the proprietor ensures that relevant health and safety laws are complied with by the drawing up and effective implementation of a written health and safety policy.
- 12 The standard in this paragraph is met if the proprietor ensures compliance with the Regulatory Reform (Fire Safety) Order 2005[12].
- 16 The standard in this paragraph is met if the proprietor ensures that-
 - 16(a) the welfare of pupils at the school is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and
 - 16(b) appropriate action is taken to reduce risks that are identified.

Part 5. Premises of and accommodation at schools

- 25 The standard in this paragraph is met if the proprietor ensures that the school premises and the accommodation and facilities provided therein are maintained to a standard such that, so far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

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Store Street
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M1 2WD

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